

Testimony of Gregory B. Allard, Vice President  
American Ambulance Service, Inc. &  
Association of Connecticut Ambulance Providers

Commerce Committee

Thursday, March 7, 2013

Senator LeBeau, Representative Perone and distinguished members of the  
Commerce Committee.

My name is Greg Allard and my testimony today is in favor of:

***Raised Bill No. 1007, AAC Revisions to the Paid Sick Leave Statutes.***

There are two areas of concern I would like to bring to your attention.

The first relates to the accrual of sick leave. The simple fix here is removing the word "calendar" and giving the employer the option to decide the twelve month tracking period based on calendar year, fiscal year, or employment anniversary.

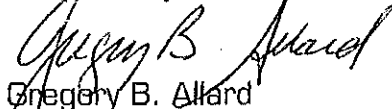
The second relates to the one hour increment of sick leave. Being a licensed Emergency Medical Services provider is much different than a certified volunteer or municipal provider. Our vehicles are staffed with professional Paramedics and EMT's that are on the road ready to respond to an emergency at a moment's notice. We also provide non-emergency transportation for example, a patient at a hospital needing to go to a rehabilitation facility after hip surgery. Having these resources available is vital to the healthcare system and if we lived by the one hour increment that would most definitely alter the prompt and professional service we provide. It is hard enough for us to guarantee that our team members can leave at the end of their shift on time. It will be even harder to guarantee

them leave in the middle of their shifts when they could be needed to respond to an emergency or be needed to transport that non-emergency patient.

I want to assure you that I am not asking that these hard working professionals be denied time off, I am simply asking that you recognize the impact on licensed EMS providers and allow for the time to be taken in greater blocks such as four hour increments.

In closing I want to let you know our Association has had multiple conversations with DOL and Sen. Osten co-chair of the Labor Committee and they are supportive and understanding of the points I raised before you. I am asking you to do the same. Please review the attached language. Thank you.

Respectfully submitted,



Gregory B. Allard  
Vice President

**Sec. 31-57s. Employer requirement to provide sick leave to service workers. Use of leave. Employer compliance. Rate of pay during leave.** (a) Each employer shall provide paid sick leave annually to each of such employer's service workers in the state. Such paid sick leave shall accrue (1) beginning January 1, 2012, or for a service worker hired after said date, beginning on the service worker's date of employment, (2) at a rate of one hour of paid sick leave for each forty hours worked by a service worker, and (3) in one-hour increments up to a maximum of forty hours per [calendar] year. Each service worker shall be entitled to carry over up to forty unused accrued hours of paid sick leave from the current [calendar] year to the following [calendar] year, but no service worker shall be entitled to use more than the maximum number of accrued hours, as described in subdivision (3) of this subsection, in any year.

(b) A service worker shall be entitled to the use of accrued paid sick leave upon the completion of the service worker's six-hundred-eightieth hour of employment from January 1, 2012, if the service worker was hired prior to January 1, 2012, or if hired after January 1, 2012, upon the completion of the service worker's six-hundred-eightieth hour of employment from the date of hire, unless the employer agrees to an earlier date. A service worker shall not be entitled to the use of accrued paid sick leave if such service worker did not work an average of ten or more hours a week for the employer in the most recent complete calendar quarter.

(c) An employer shall be deemed to be in compliance with this section if the employer offers any other paid leave, or combination of other paid leave that (1) may be used for the purposes of section 31-57t, and (2) is accrued in total at a rate equal to or greater than the rate described in subsections (a) and (b) of this section. For the purposes of this subsection, "other paid leave" may include, but not be limited to, paid vacation, personal days or paid time off.

(d) Each employer shall pay each service worker for paid sick leave at a pay rate equal to the greater of either (1) the normal hourly wage for that service worker, or (2) the minimum fair wage rate under section 31-58 in effect for the pay period during which the employee used paid sick leave. For any service worker whose hourly wage varies depending on the work performed by the service worker, the "normal hourly wage" shall mean the average hourly wage of the service worker in the pay period prior to the one in which the service worker used paid sick leave.

(e) Notwithstanding the provisions of this section and sections 31-57t to 31-57w, inclusive, and upon the mutual consent of the service worker and employer, a service worker who chooses to work additional hours or shifts during the same or following pay period, in lieu of hours or shifts missed, shall not use accrued paid sick leave.

(f) An employer shall permit service workers to use the paid sick leave accrued in one hour increments. However, where it is physically impossible for an employee using intermittent leave or working a reduced leave schedule to commence or end work mid-way through a shift, the entire period or shift that the employee is forced to be absent is designated as paid sick leave and counts against the employee's accrued paid sick leave.